SIKKIM

GOVERNMENT GAZETTE

EXTRAORDINARY
PUBLISHED BY AUTHORITY

Gangtok | **Tuesday, 31st July, 2007** | **No. 336**

DEPARTMENT OF LABOUR
GOVERNMENT OF SIKKIM
GANGTOK

No. 4/DL **Date: 27.07.2007**

NOTIFICATION

Whereas the State Government proposes to classify the workers in respect of the following schedule employments as un-skilled, semi-skilled, skilled and highly skilled and also proposes to revise the minimum rates of wages in respect of un-skilled, semi skilled, skilled and highly skilled workers employed at the rates specified in Table I and Table II in the following Scheduled Employments, namely:-

"(1) Automobiles Engineering Works, (2) Bakeries and Confectioneries, (3) Construction or Maintenance of Roads and Buildings, (4) Construction of Projects including Dams, Tunnels, Hydro-electric and other multipurpose, (5) Dairy, Poultry and Animal Husbandry farming, (6) Casual contingency employees engaged by Government, Semi-Government, Public Sectors and Private Sectors, (7) Distilleries and Breweries, (8)Electronic Industries, (9) Handloom Industries, (10) Hotels, Restaurants, Eating Houses/Tea Shops, (11) Printing Press, (12) Shops & Commercial establishments, (13) Tours & Travel Agencies, (14) Cinema and Video Halls, Cable Operators, (15) Wood Works Carpentry and Masonry, (16) Tea Plantation, (17) Private Transportation, (18) Grill Industries, (19) Tyre and Trading Industries, (20) Ferro Alloys Industries, (21) Engineering Industries, (22) Forestry and Timbering Industries, (23) Leather Industries, (24) Paper & Pulp Industries, (25) Stone Breaking and Crushing"

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of Section 5 of the Minimum Wages Act, 1948 (11 of 1948), the State Government hereby publishes its proposal for the information of persons likely to be affected thereby, inviting their suggestions, objections, views and comments within 60 (sixty) days from the date of publication of this Notification in the Official Gazette.

Table I

Category of Workers	**Daily Rate of Wages**
1	2
Un-skilled	Rs. 100/-
Semi-Skilled	Rs. 115/-
Skilled	Rs. 130/-
Highly Skilled	Rs. 150/-

Table II

1.	Loading of a full truck load of any kind through manual labour such as stone, stone chips, sand, bricks, timber, logs, bamboo etc.	Rs. 100/- only.
2.	Un-loading of a full truck load of any kind through manual labour such as stone, stone chips, sand, bricks, timber, logs, bamboo etc.	Rs. 100/- only.

3. **MANUAL CARRIAGES(HEAD LOAD)**

(a)	Upto 100 kg head load for 100 meters or less.	Rs.3/- only and for increase of each hundred meter will be the multiple of Rs 3/- or part of Rs.3/- to be added for the estimated distance covered in meters.
(b)	Upto half truck load of any kind such as stone, stone chips, sand, bricks, timber, logs, bamboo etc. for a distance of 100 meters or less.	Rs. 250/- only and for increase of each hundred meter will be the multiple of Rs. 250/- or part of Rs. 250/- to be added for the estimated distance covered in meters.
(c)	Full truck load of any kind such as stone, stone chips, sand, bricks, timber, logs, bamboo etc. for a distance of 100 meters or less.	Rs.400/- only and for increase of each hundred meter will be the multiple of Rs.400/- or part of Rs. 400/- to be added for the estimated distance covered in meters.

3. The revised rates are inclusive of dearness allowance but exclusive of other concession if any enjoyed by the employees.

4. The rates of daily wages of workers at various altitudes shall be as under:

(a)	Upto 8000 ft. Altitude	- Workers shall be paid normal wages.
(b)	From 8001ft.to 12000 ft. Altitude	- Workers shall be paid 50% more than the normal wages
(c)	From 12001ft. to 16000 ft. Altitude	- Workers shall be paid 75% more than the normal wages
(d)	From 16001ft. Altitude & above	- Workers shall be paid double the normal wages

5. If a workers works without being absent during the period of 6(six) days consecutively in a week, he/she shall be given one paid holiday on either Sunday or any other Hat day.
6. No worker shall be required to work for more than nine hours in a day with break of one hour.
7. No person below the age of 14 (fourteen) years shall be employed in any work.
8. There will be no difference between wages for male and female workers
9. Where a worker works for more than eight hours in any day or more than forty eight hours in any week, he/ she shall in respect of over time work, be entitled to wages at the rate of twice his/her ordinary rate of wages.
10. The minimum rates of wages are applicable to workers employed by contractors as well as workers engaged in private masonry works like house, building also.
11. If any question arises as to what particular work is Highly Skilled, Skilled, Semi-Skilled or Un-Skilled, it may be referred to the Labour Department, Government of Sikkim, whose decision shall be final.
12. This Notification supercedes the Notification No. 2/DL, dated 07.01.2004 and the Notification No. 3/DL, dated 26.08.2005.

Categories of Workers

1. **Un-Skilled Workers:**

1. Chowkidar (Watchman)
2. Peon
3. Sweeper (Safaikarmachari)
4. Server
5. Waiter (Bera)
6. Cleaner
7. Ordinary Worker
8. Packer
9. Helpers
10. Office boy
11. Nursery Watcher
12. Earth Excavator
13. Earth Digger
14. Mali
15. Khalasi
16. Shop Assistant
17. Weigh man
18. Service boy
19. Water boy
20. Air boy
21. Jali Workers (Cement Concrete Pipes)
22. Assistant Pipe Fitter
23. Bull Care Taker
24. Boar Care Taker
25. Cook
26. Dog Catcher
27. Dresser
28. Dairy Care Taken
29. Egg Recorder
30. Field Worker
31. Grass Cutter
32. Helper (Operator Machineries)
33. Helper (Fitter Operator)
34. Horse Attendant
35. Hospital/Dispensary Attendant
36. Koin-Yeer
37. Laboratory boy
38. Line Assistant
39. Milk Carrier
40. Patrol Man
41. Poultry Care Taker
42. Power House Cleaner/Oil Man
43. Room Attendant
44. Sikkim Herald Packer and Distributor
45. Yak Attendant
46. Mule Attendant
47. Ponies Attendant
48. Driver (Donkey, Mule, Horse, Yak, Ponies etc.)
49. Any other categories by whatever name called which are of an un-skilled nature.

2. **Semi-Skilled:**

1. Assistant Fitter (Mechanic)
2. Assistant Black Smith
3. Assistant Gold Smith
4. Assistant Welder
5. Assistant Painter
6. Hammer Man
7. Assistant Baker
8. Head Attendant (Handloom Industries)
9. Coal Man
10. Pump Man
11. Polisher
12. Gate Keeper
13. Booking Assistant
14. Machine Labour
15. Earth Breaker
16. Rock Excavator
17. Hole Driller
18. Spray Man
19. Stone Breaker
20. Conductor
21. Booking Clerk
22. Ticket Checker
23. Time Keeper
24. Store Keeper
25. Switching Man
26. Duplicating Operator
27. Sales Man
28. Assistant Pipe Manufacturer
29. Press Man (Metalic)
30. Castingwala (Metalic)
31. Cutter (Metalic)
32. Circle Cutter (Metalic)
33. Assistant Mistry (Motor Body Builder)
34. Puncture Fitter
35. Type and Tube Mistry
36. Assistant Line Man
37. Assistant Switch Board Operator
38. Assistant Turbine Operator
39. Bill Distributor
40. Carpenter Grade II
41 Carpenter Grade III
42. Compressor Operator
43. Crane Operator
44. Engine Operator
45. Field Assistant
46. Field Enumerator/Enumerator
47. Filter Operator
48. Fitter Grade II
49. Fodder Belder
50. Librarian (without diploma)
51. Lathe Man
52. Line Man
53. Mason Grade II
54. Mason Grade III

55. Meter Reader-cum-Bill Clerk
56. Mechanic
57. Painter Grade II
58. Painter Grade III
59. Pipe Fitter Grade I
60. Pipe Fitter Grade II
61. Revenue Assistant
62. Rigger
63. Stone Crusher Operator
64. Supervisor
65. Switch Yard Attendant
66. Switch Operator
67. Sub-Station Attendant
68. Senior Assistant Turbine Operator
69. Tailor
70. Dhobi
71. Cobbler
72. Barber
73. Tractor Helper
74. Turbine Operator
75. Vibrator Operator
76. Mixture Operator
77. Junior Weaver
78. Ordinary Workers (Underground works such as Mines, Tunnels, Dams etc.)
79. Any other categories by whatever name called which are of a semi skilled nature.

3. Skilled:

1. Electrician
2. Fitter Grade I
3. Carpenter Grade I
4. Spray Painter
5. Painter Grade I
6. Artist
7. Litho Machine Man
8. Litho Press Man
9. Radio Man for Offset Machine
10. Flat Machine Man
11. Line Operator
12. Mono Operator
13. Composer Grade I
14. Head Cook
15. Head Baker
16. Quality Controller
17. Cutter (Tailoring)
18. Senior Weaver
19. Turner
20. Moulder
21. Plant Operator Masson
22. Mason Class I
23. Machine Man
24. Chemist
25. Chemical Analyst
26. Blender
27. Foreman
28. Boiler Attendant
29. Operator (Cinema)
30. Air Conditioner Operator
31. Head Munshi
32. Cutter (Timber)
33. Laboratory Technician
34. Radiographer
35. Radio/T.V./Computer Mechanic
36. Photo Artist
37. Manager (Petrol Pump)
38. Technical Supervisor
39. Head Mistry (R.C.C.)
40. Compositor
41. Binder
42. Computer Operator
43. Dancer/Singer/Musician
44. Khang-So-Pa
45. Demand Clerk
46. Draughtsman
47. Hand Made Paper Worker
48. Lower Division Clerk/Typist
49. Librarian (With Diploma/Degree)
50. Light Vehicle Driver
51. Senior Pipe Fitter
52. Tracer
53. Welder-cum-Denter
54. Semi-Skilled Workers (Underground works such as in Mines, Tunnels, Dams etc.)
55. Any other categories by whatever name called which are of a skilled nature.

4. Highly Skilled:

1. Heavy Vehicle Driver
2. Bull Dozer Operator/Driver
3. Excavator Operator/Driver
4. Roller Driver
5. J.C.B. Driver
6. Plumber /Welder /Foreman /Electrician /Computer Mechanic having I.T.I. or any other Diploma Certificate.
7. Skilled Workers (Underground works such as Mines, Tunnels, Dams, etc.)
8. Any other categories by whatever name called which are of a Highly Skilled nature).

EXPLANATION:

Definition of categories:

(a) "**Un-Skilled Work**" means work which involves simple operation requiring little or no skill or experience on the job.

(b) "**Semi-Skilled Work**" means work which involves some degree of skill or competence, acquired through experience on the job, and which is capable of being performed under the supervision or guidance of skilled employee and includes unskilled supervisory work.

(c) "**Skilled work**" means work which involves skill or competence acquired through experience on the job or through training as an apprentice in a technical or vocational institute and the performance of which calls for initiative and judgement.

(d) "**Highly Skilled work**" means work which calls for degree of perfection and competence in the performance of certain jobs including clerical work acquired through intensive technical or professional training or adequate work experience for certain reasonable period and also required an employees to assume full responsibility for his judgment/decision involved in the executive of his job.

BY ORDER,

R.K. PURKAYASTHA, SSJS,
LABOUR SECRETARY,
File No.GOS/DL/97/03-04